



NCDOT LMDA

NMA Chapter #618

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www.ncdot.org/lmda

Management Insight

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Discover the Leader in You!

Join LMDA for a special professional development session, “**Discovering the Leader in You**,” on **Wednesday, July 18** in the main auditorium at the Transportation Building. This session will give you the unique opportunity to hear from NCDOT’s executive leadership as they share their thoughts on DOT’s organizational culture and the importance of cultivating leadership throughout the organization.

Secretary Conti will welcome all in attendance and will share his thoughts on NCDOT’s organizational culture and the importance of cultivating leadership throughout the organization. Our guest speakers include **Jim Trogdon, P.E.**, Chief Operating Officer, **Terry Gibson, P.E.**, Chief Engineer, and **Margaret “Randy” Barnes**, Chief Information Officer.

This session is eligible for 1.5 PDH credits and is open to all NCDOT employees. Whether you are currently a manager or aspire to be one, this event is for you! Registration is free, but must be submitted through your supervisor to Adrian Atkinson. The registration deadline is **Thursday, July 12**.

Advance registration is required to attend- register today!

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Manager of the Year Awarded

LMDA presented its annual Manager of the Year Award at the June Board of Transportation meeting. This year’s winner is Charles Brown, PE, PLS, State Location and Surveys Engineer. Charlie began his career with NCDOT more than 28 years ago. During that time he has worked as Highway Engineer in the Location & Surveys Greensboro office, Locating Engineer for the Location & Surveys Asheboro office, Assistant State Location & Surveys Engineer in Raleigh, and currently as State Location & Surveys Engineer in Raleigh. Even though Charlie moved up through the ranks in supervision and management, he has always been involved with the technicians and engineers who do the “hands-on” field and office work. He sees the big picture with schedules, deadlines and budgets, but is also concerned with obtaining the best resources for his co-workers. Charlie has been a leader in promoting Professional qualifications among his associates.



Charles Brown (right) with Secretary Conti

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Activities Bulletin Board

- LMDA Food Drive- Through July 31**

LMDA's annual Food Drive to benefit the Food Bank of Central and Eastern NC is underway and will end on Tuesday, July 31. Food and monetary donations are accepted. Donation boxes are located throughout Raleigh-area NCDOT buildings, as well as NCDOT's Division 4 and 5 offices. Please contact Mike Reese at mikereese@ncdot.gov or your building liaison for more information on how and where to donate. You may also donate money via the online food drive at:

http://www.foodbankcenc.org/site/PageServer?pagename=VFD_LMDA

- Triangle Expressway Trot II**

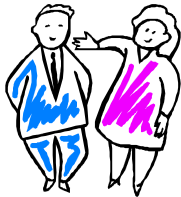
NCDOT's second Triangle Expressway Trot (5k) will be held on Saturday, July 21 in advance of the opening of the next section of the Triangle Expressway toll road. All proceeds from the race benefit Mothers Against Drunk Driving (MADD). For information on how to register, please go to:

<http://www.triangleexpresswaytrot.com/>

CALENDAR

2012		Event	Time	Location	Contact
July	12	LMDA Board Meeting	12-1pm	OIG Conf. Rm., Highway Bldg.	Any Board Member
	18	Professional Development: Discovering the Leader in You!	8:30-11:30am	Highway Building Auditorium	Adrian Atkinson
	21	Community Involvement: Triangle Expressway Trot II (5k) www.triangleexpresswaytrot.com/	7-10am	Triangle Expressway - Cary	NCDOT Communications: 919-707-2660
	31	Community Involvement: Food Drive Ends	COB	Raleigh area NCDOT buildings	Mike Reese, Building liaisons
August	9	LMDA Board Meeting	12-1pm	TBA	Any Board Member
	16	Lunch & Learn: CPC Requirements (Speaker: David Evans, NCBELS)	12-1pm	TBA	TBA

Congratulations to the 2012-2013 Executive Board Officers!



Linda Fuller, President
Mike Reese, Vice-President
Cynthia Squires, Secretary
Lisa Feller, Treasurer

The Executive Board is looking forward to another great year!

LMDA Members- Don't Forget!

You should have already received a reminder about renewing your membership for 2012-2013. Please send in your renewal form and payment by July 31. If you have a question about the renewal process, please feel free to contact Cynthia Squires at csquires@ncdot.gov or Lisa Feller at lfeller@ncdot.gov.

What they're saying....

EXCELLENCE

The 19 Es of Excellence ➤ **Enthusiasm!** Be an irresistible force of nature! **Exuberance!** Vibrate—cause earthquakes! **Execution!** Do it! Now! Get it done! Barriers are baloney! Excuses are for wimps! Accountability is gospel! Adhere to the Bill Parcells doctrine: "Blame no one! Expect nothing! Do something!" **Empowerment!** Respect and appreciation rule! Always ask, "What do you think?" Then listen! Then let go and liberate! Then celebrate! **Edginess!** Perpetually dancing at the frontier, and a little or a lot beyond. **Enraged!** Determined to challenge and change the status quo! Motto: "If it ain't broke, break it!" **Engaged!** Addicted to MBWA/Managing By Wandering Around. In touch. Always. **Electronic!** Partners with the world 60/60/24/7 via electronic community building of every sort. **Encompassing!** Relentlessly pursue diverse opinions—the more diversity the merrier! Diversity per se "works"! **Emotion!** The alpha. The omega. The essence of leadership. The essence of sales. The essence of marketing. The essence. Period. Acknowledge it. **Empathy!** Connect, connect, connect with others' reality and aspirations! "Walk in the other person's shoes"—until the soles have holes! **Ears!** Effective listening: Strategic Advantage Number 1! **Experience!** Life is theater! Make every activity-contact memorable! Standard: "Insanely Great"/Steve Jobs; "Radically Thrilling"/BMW. **Eliminate!** Keep it simple! **Error-prone!** Ready! Fire! Aim! Try a lot of stuff and make a lot of boobos and then try some more stuff and make some more boobos—all of it at the speed of light! **Evenhanded!** Straight as an arrow! Fair to a fault! Honest as Abe! **Expectations!** Michelangelo: "The greatest danger for most of us is not that our aim is too high and we miss it, but that it is too low and we reach it." Amen! **Eudaimonia!** Pursue the highest of human moral purpose—the core of Aristotle's philosophy. Be of service. Always. **EXCELLENCE!** Never an exception! *If not Excellence, what?*

Tom Peters blogs at tompeters.com. His new book, The Little BIG Things: 163 Ways to Pursue Excellence will be available in March 2010.

The 3rd Alternative

By: Adrian Atkinson, LMDA Professional Development Chair

On June 12, LMDA hosted its second professional development workshop of the year, entitled “The 3rd Alternative.” The workshop was facilitated by former NCDOT employee and retired LMDA member Jim Kellenberger, PE. Jim, who always gives thought-provoking and entertaining presentations, began by asking participants “show of hands if you are a winner; show of hands if you are a loser.” All participants raised their hands as “Winners”. Jim explained how traditional negotiations many times are Win-Lose meaning I Win, You Lose. This can also be defined using the acronym “**GET**”; **Gain** (my personal gain) – what I have learned, what is due me; **Emotion** (my feelings) – my insecurities, my fears, my identity; **Territory** (my turf) – my headcount, my budget, my project, my expertise. Traditional Negotiation results are really a compromise or Lose/Lose outcome. This path is **Ask** (for more), **Justify** (yourself), **Haggle** (Win/Lose), then **Arrive** (at Compromise or Lose/Lose).



Jim Kellenberger

There has got to be a better way! There is, if you have the courage to try a new method for solving the most difficult work, family, and life challenges. It's called “The 3rd Alternative.”

The Four Steps to a Third Alternative are:

1. **Ask** – “Are you willing to go for a better solution than we have now that makes us all winners?”
2. **Define** – List the criteria to get there by asking another question of the group. Example: “What does ‘better’ look like to all of you that make this effort a ‘Win’ for all of us?”
3. **Create** – Now we create ideas from these criteria, literally brainstorming ideas. Let it all hang out in this effort to find the most “Wins” for the most stakeholders. You cannot judge the merit or demerit of any idea during this critical step. Remember, you all want to be Winners, right?
4. **Arrive** – Now you will take these ideas and put them against the criteria your group developed during the **Define** step of the process to see how many stakeholders get a win from an idea. The ideas that have the most “Wins” will literally jump off the page at the group.

Key Points

1. Seeking “First to Understand & Then Be Understood” and a “Win-Win” attitude are requirements if “The 3rd Alternative” is to be achieved.

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(**MOY**, from page 1)

As a result the Location & Surveys Unit is unique, having many Professionals in both Engineering and Land Surveying. He works hard to assure that Location & Surveys' employees are abreast with the latest technology. Charlie is a leader and a team player. He is not afraid to "get his feet wet" whether it be in a swamp, sea-shore or rock slide. Whenever the urgent call has come to his Unit for surveys, Charlie not only mobilizes his staff for action but usually is there himself to assure management and local officials that the job will be accomplished. Outside of his NCDOT duties, Charlie has been a promoter and active participant in the Boy Scouts of America.



Eric Boyette (left) with Secretary Conti

Congratulations are also in order for the other award finalist, Eric Boyette, NCDOT's Inspector General. Eric Boyette has worked for NCDOT for over 17 years. Eric was nominated because of his ability to be a successful manager- not only does he have the knowledge of an assignment, he is also able to form relationships with employees that motivate them to achieve their best. He exemplifies qualities of an excellent manager through his leadership, integrity, and professionalism.

LMDA presents this annual award to recognize an individual whose accomplishments and superior work performance represent the best application of management principles. This year's finalists were nominated by their employees and peers based on their demonstration of exemplary leadership and management skills. Congratulations to both our finalists!



Free Webinars!

NMA has recently posted links to several free webinars that are currently available via other organizations. These webinars provide excellent information on business, management, and leadership skills. The linked sites include those for the American Management Association, the American Society for Training and Development, and TED, among others.

You can find these links on the NMA website at:

<http://www.nma1.org/Education/Education-Free-Webinars.html>

(**3rd Alternative**, from page 4)

2. Honest "Conflict" with thought behind it plays a great part in achieving "The 3rd Alternative". This must be done after you have actively listened to all points of view.
3. Achieving a better way ("The 3rd Alternative") is a group activity and involves as many of the stakeholders as can be identified & brought to the table.

The problems we face today cannot be solved with the same level of thinking that got us into these problems; paraphrased from Albert Einstein. So why not give Win-Win through "The 3rd Alternative" a chance?

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NMA Code of Ethics

- I will recognize that all individuals inherently desire to practice their occupations to the best of their ability
- I will assume that all individuals want to do their best
- I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others
- I will be guided in all my activities by truth, accuracy, fair dealing and good taste
- I will keep informed on the latest developments in techniques, equipment, and processes
- I will recommend or initiate methods to increase productivity and efficiency
- I will support efforts to strengthen the management profession through training and education
- I will help my associates reach personal and professional fulfillment
- I will earn and carefully guard my reputation for good moral character and good citizenship
- I will promote the principles of our Free Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future
- I will recognize that leadership is a call to service

NMA Vision Statement

NMA is the recognized worldwide partnership of people and businesses inspiring outstanding leadership, and cultivating highly productive workplaces.

NMA Mission Statement

NMA creates leadership development products and opportunities that maximize the potential of our members, sponsoring organizations, and communities.